

ABSTRACT OF THE DISCLOSURE

5 An economic value is assigned to an individual's contribution to an organization (or a group's contribution to the organization, based on aggregating the contributions of a set of individuals). The valuation metric, called "EV_i™" ("Expected Value of the Individual"), represents a measure of human capital value for any individual in an organization. The EV_i™ measure, when aggregated for an entire organization, becomes a tool for evaluating
10 the performance of the human capital management system.